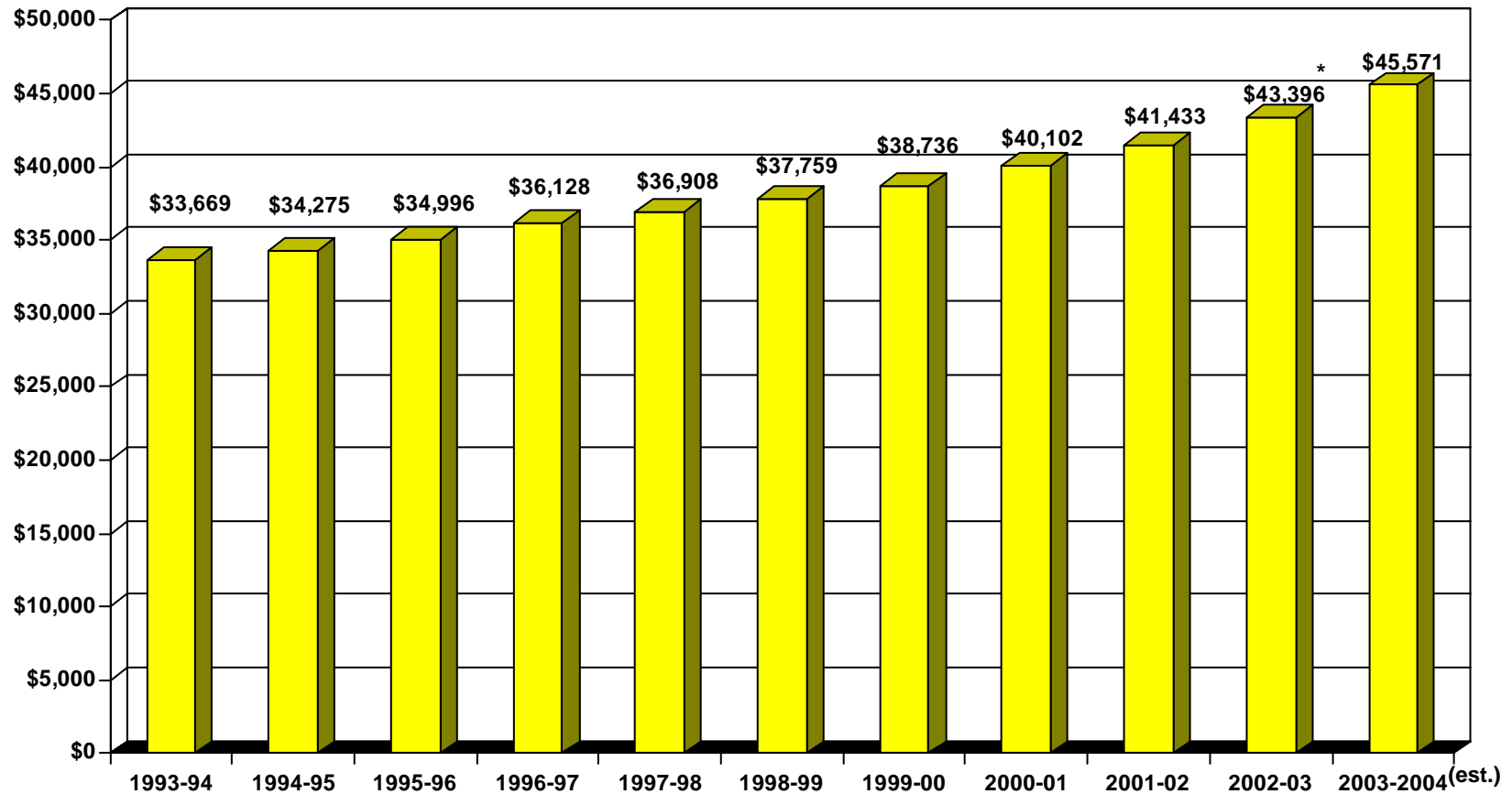


Average Salary of Classroom Teachers in Chesapeake 1993-1994 to 2003-2004



Source: 2003-2004 Teacher Salary Survey Results,
Virginia Department of Education (January 2004)

*101.4% of 2002-2003 Average Salary in Virginia (\$42,778)

*94.5% of 2002-2003 Average Salary in U.S. (\$45,930)